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**BARGAINING
SETTLEMENTS
IN
NEW YORK STATE**

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**ANNUAL
REPORT
1980**

STATE OF NEW YORK
Hugh L. Carey, Governor

DEPARTMENT OF LABOR

Lillian Roberts, Industrial Commissioner

State University of New York

Stony Brook

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NEW YORK STATE DEPARTMENT OF LABOR
Division of Research and Statistics

Collective Bargaining Settlements in New York State, 1980

Publication No. 8-130
July 1981

This annual report on collective bargaining settlements was prepared by
Michael Heffeld, Associate Economist, assisted by Mark Brown, Senior
Economist.

STATE OF NEW YORK
Hugh L. Carey, Governor
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NEW YORK STATE DEPARTMENT OF LABOR
Division of Research and Statistics

Murray Dorkin, Director

Publication No. B-230
July 1981

This annual report on collective bargaining settlements was prepared by Nicholas Neufeld, Associate Economist, assisted by Mark Fromer, Senior Economist.

STATE OF NEW YORK
Hugh J. Carey, Governor
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WAGE PATTERNS IN COLLECTIVE BARGAINING, 1980

■ All Industries- 731 Settlements

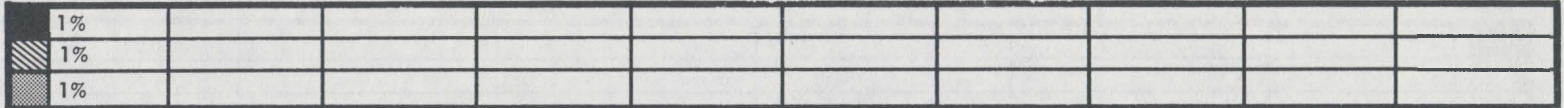
▨ Manufacturing- 323 Settlements

▩ Nonmanufacturing- 408 Settlements

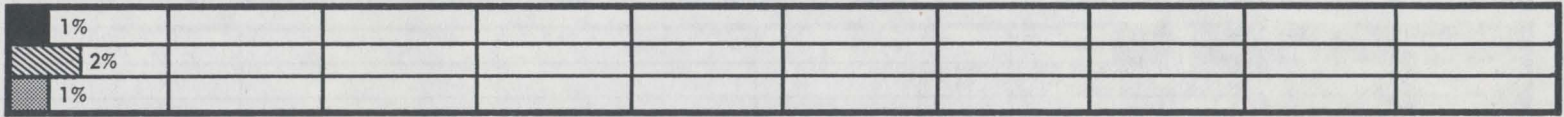
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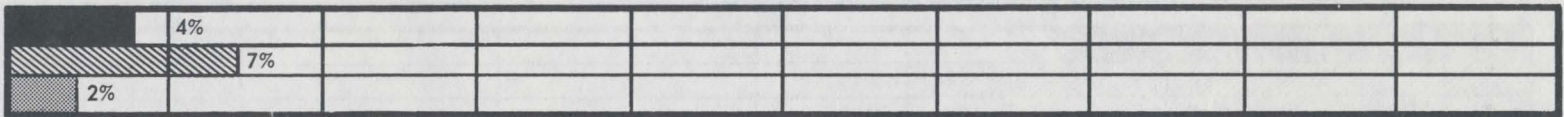
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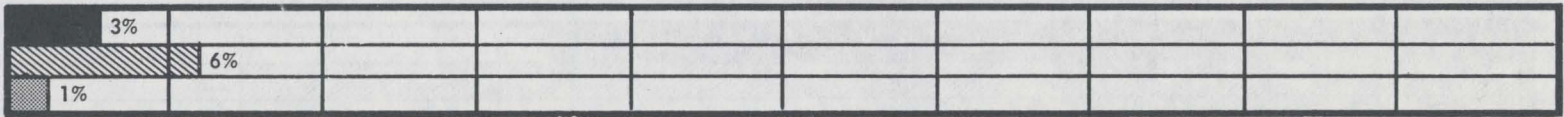
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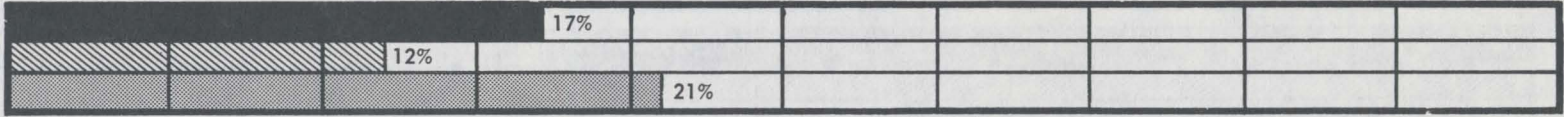


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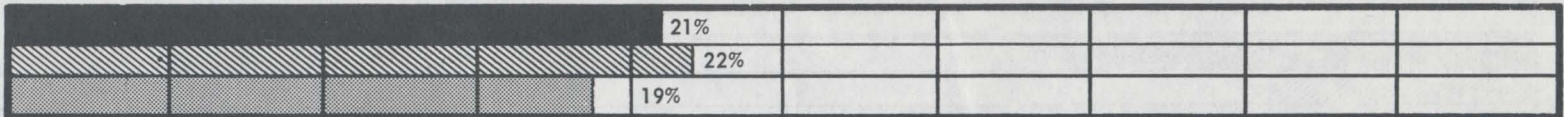
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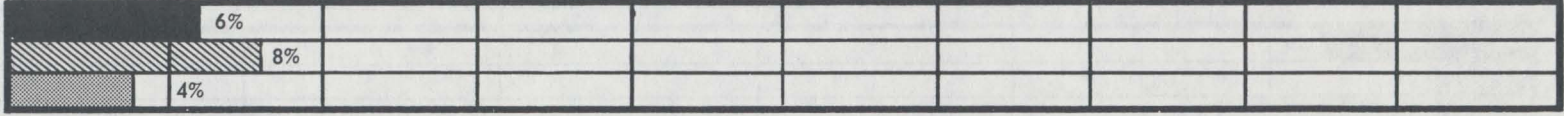
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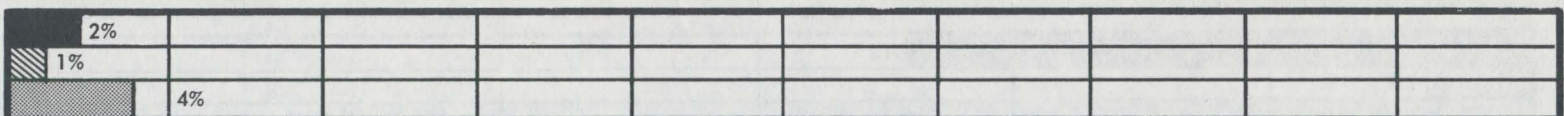
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and over



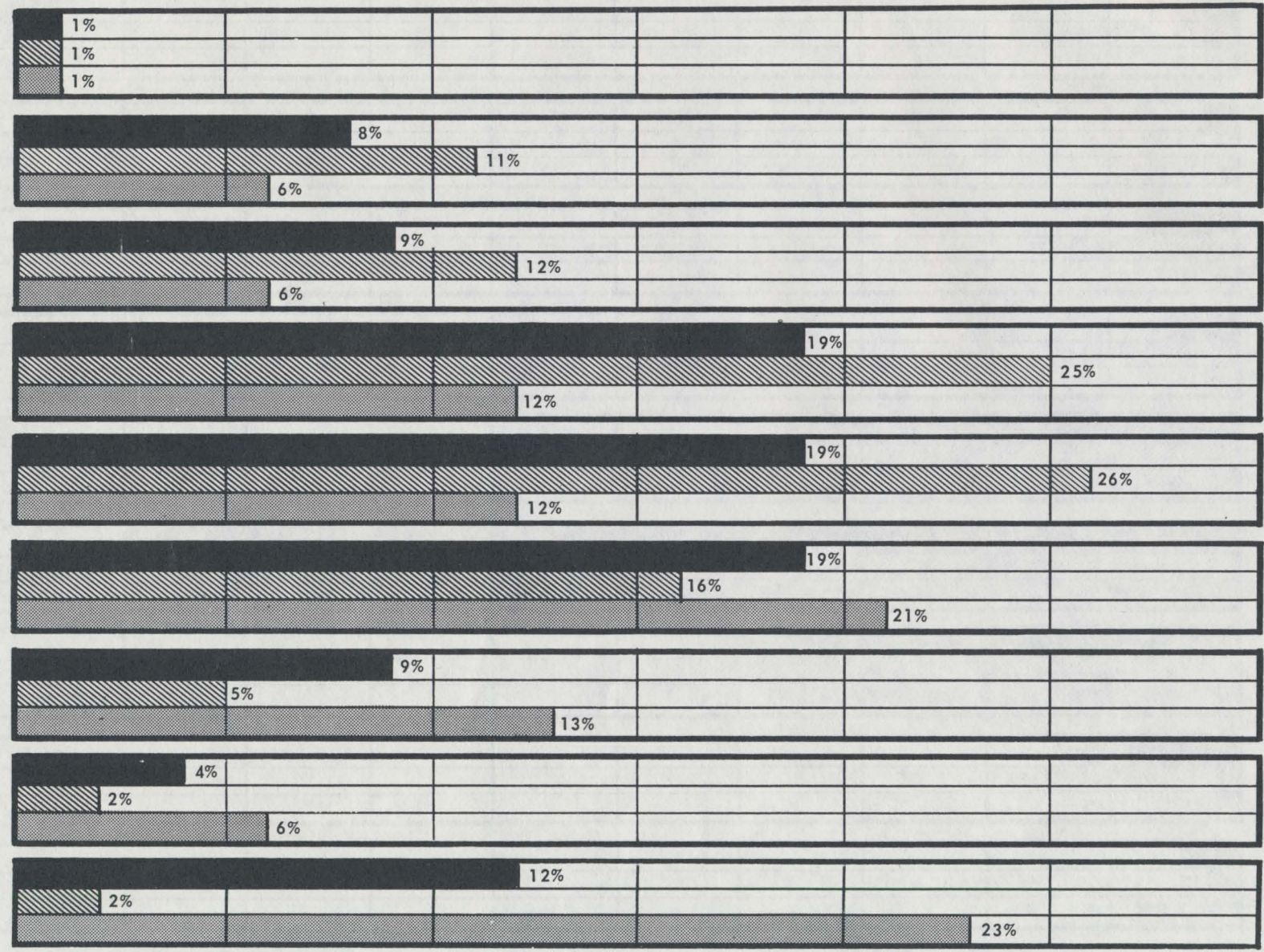
WAGE PATTERNS IN COLLECTIVE BARGAINING, 1980

All Industries-731 Settlements
 Manufacturing- 323 Settlements
 Nonmanufacturing-408 Settlements

PERCENT OF SETTLEMENTS

0 5 10 15 20 25 30

No Increase
Under 28
28-39
40-51
52-63
64-75
76-88
89-100
100 and over



HIGHLIGHTS

- o This report analyzes 731 collective bargaining agreements negotiated in New York State in 1980. Each contract covered 50 or more workers. About 754,000 workers in 19 manufacturing and 7 nonmanufacturing industries were covered by these settlements.
- o First year wage increases averaged 9 percent, the highest since the Division began publishing percent increases in 1975. When settlements were weighted by number of workers covered, the median remained the same, 9 percent, (the averages were 8.3 percent for settlements and 7.8 percent for workers in 1979). Cents-an-hour increases were also the highest since the beginning of the publication of collective bargaining settlements in 1948. Based on settlements the median of 60.9 cents was 12 cents higher than in 1979. When weighted by the number of workers covered, the average was 72.9 cents-an-hour compared to 48.5 cents in 1979. The number of no-increase-settlements have been declining, and in 1980 only 6 failed to provide a wage increase.
- o Cents-an-hour first-year increases were higher in nonmanufacturing industries than in manufacturing (72.9 cents compared to 53.1 cents). However the percentage increase amounted to 9.1 percent in both group industry sectors. Among individual industries, cents-an-hour increases ranged from 42 cents in the transportation equipment manufacturing to \$1.03 in construction. On percent basis, the range was from 7.6 percent in the transportation equipment manufacturing to 9.5 percent in the food and kindred products manufacturing.
- o Ninety-two percent of the settlements provided for at least one deferred increase. Wage increases, as in previous years, were "front loaded", which meant that the increases were higher in the first year of the contract than in the second or third years.
- o Most contracts (86 percent) were of 2-or 3-year duration, a drop of 4 percent from 1979.
- o The increase in the inflationary spiral has made cost-of-living adjustments ("COLA" or escalator clauses) an important issue in collective bargaining settlements. About 27 percent of the settlements, covering 29 percent of the workers, had these clauses.
- o Fringe benefit changes were made in 90 percent of the settlements. Health and welfare benefits were changed in 70 percent; pensions in 56 percent; vacations in 30 percent; and holidays in 25 percent.

COLLECTIVE BARGAINING SETTLEMENTS

There were 731 COLLECTIVE BARGAINING AGREEMENTS (covering 50 or more workers) negotiated in New York State during 1980 that became known to the Division of Research and Statistics of the New York State Labor Department either through responses to questionnaires mailed to employers and unions or from accounts in the daily and labor press. About 754,000 workers in 19 manufacturing and 7 nonmanufacturing industries were covered by these settlements.

Poor performance in automobile manufacturing caused further deterioration of the Chrysler company's financial outlook. Relief was obtained when the Auto Workers agreed to further cut the cost of its 3-year accord with the Company. In return, the President signed the Loan Guarantee Act of 1979 promising Federal backing for any private loans that the company was able to negotiate. One of the concessions agreed to by the union was the delay for 2 months of the January 1981 increase and the postponement to March 1982 of the November 1981 increase; a further concession was the elimination of paid personal holidays during the life of the present contract.

A nation-wide settlement between the Steelworkers and 9 coordinating steel companies was reached under the Experimental Negotiating Agreement (ENA). Under this Agreement, company-wide strikes for economic issues are prohibited and, as an offset, an economic floor, in this case a guaranteed increase of at least 3 percent in wages for each year of the contract, was established. However, the ENA was not extended to govern the 1983 talks. It was decided instead to hold off a decision to eliminate, modify or continue the Agreement. Besides wage increases, the contract contained an improved pension formula for both retirees and survivors, higher shift differentials, added medical, sickness, and life insurance, higher supplemental unemployment benefits, and added vacation.

A month after the steel settlement, the Steelworkers and Aluminum Workers negotiated a 3-year contract with 3 major aluminum companies considered to be more costly than the one with the steel producers. The difference in cost was due mainly to wage escalator clause adjustments of 31 cents in June 1980 for the aluminum workers, plus a new "COLA" formula in the third year of the contract. The Steelworkers, on the other hand, continued the old formula and had to give up a 33 cent escalator adjustment scheduled for March 1980 to help defray the cost of pension improvements.

Three unions -- Communications Workers, Electrical Workers (IBEW), and the Telecommunications Union -- worked together in negotiating an agreement with the American Telephone and Telegraph Company's operating and manufacturing divisions. Despite a strike-free agreement on national economic issues, there were several brief strikes over local issues including one by 33,000 communications workers employed by the New York Telephone Company. The wage and benefit package gained by the union was valued at 34 percent including a cost-of-living adjustment.

Contracts between unions representing 257,000 government workers and New York City were negotiated in two separate settlements. One covered 215,000 non-uniformed employees who were members of 40 different unions comprising the Coalition of Municipal Unions, and the other represented 8 unions of 42,000 uniformed force members who also bargained as a coalition. Prior to this, the Transport Workers and the Amalgamated Transit Union

negotiated 2-year contracts with the Metropolitan Transit Authority (MTA) involving 33,000 workers.

The leaders of the coalitions stressed that the settlement did not require the member unions to increase productivity in order to offset part of the additional labor cost. The city had been seeking such change on the basis that the Transport and Transit Unions had agreed to certain "give-backs" in their settlement with the MTA.

Due to the depressed state of men's and boys' tailored clothing industry and concern over the rate of inflation, the Amalgamated Clothing and Textile Union and Clothing Manufacturers of America agreed to an 18-month contract instead of the usual 3-year agreement.

Survey Analysis

Reflecting the industry mix in New York State, more than half of the settlements (55 percent) covering about 84 percent of the workers, were in nonmanufacturing industries. In terms of workers, government service accounted for the largest number (282,000) consisting mainly of New York City municipal workers who were represented by two coalition of unions, - one for nonuniformed and the other for the uniformed personnel. Other settlements affecting large numbers of workers were found in transportation and public utilities, services, and wholesale and retail trade.

Manufacturing industries accounted for 45 percent of the settlements but only 16 percent of the workers. The fabricated metal and food and kindred products industries had the largest number of settlements (38 each) in the manufacturing sector, but they represented only about 3 percent (1.1 and 1.7 percent respectively) of the total number workers in all industries. The primary metal industry covered the greatest number of workers (3 percent) in the manufacturing sector. (See Table 1, page 25).

As in previous years, between 25 and 30 percent of the settlements were in New York City. In 1980, the City accounted for 28 percent of the settlements and 53 percent of the workers. More than 2 out of every 5 settlements were with companies or trade associations in 6 cities of the State.

New York City	207	Syracuse	15
Buffalo	41	Utica	9
Rochester	27	Albany	9

About 3 out of 4 agreements covering approximately 5 out of 6 workers, were negotiated by AFL-CIO unions. (See Table 2, page 26). About 96 percent of the settlements were negotiated by locals of 72 statewide, national, or international unions. The 12 unions listed below, each of which was involved in at least 20 settlements in 1980, accounted for almost three-fifths of the settlements and two-fifths of the workers.

<u>Unions*</u>	<u>Number of settlements</u>	<u>Number of workers covered</u>
Teamsters	79	43,000
Retail, Wholesale, and Department Store Union	59	82,865
Electrical Workers (IBEW)	47	34,000
Machinists	37	10,050
Auto Workers	34	9,805
Steelworkers	32	23,030
N.Y. State Nurses Assn.	25	9,855
Paperworkers	25	4,170
Food and Commercial Workers	23	26,420
Transport Workers	22	45,755
Electrical Workers (IUE)	22	4,420
Service Employees	20	13,955

* All of these unions are affiliated with the AFL-CIO except the Teamsters, Auto Workers, and N.Y. State Nurses Assn.

Wage Increases

First year median wage increases averaged ¹/₉ percent in 1980, the highest percentage increase since the Division began publishing the data. The average was the same (9 percent) even when the settlements were weighted by the number of covered workers. Over the life of the contract, annual increases averaged 8.5 percent based on settlements, and 8.7 percent based on workers. Both of these medians were higher than in 1979 when the averages were 7.3 percent and 6.5 percent, respectively.

The following shows the first-year percent change in wages based on settlements. The series was begun by the Division in 1975.

<u>Year</u>	<u>Average percent increase</u>
1980	9.0
1979	8.3
1978	7.2
1977	7.1
1976	7.3
1975	8.3

Over the years, there has been a steady decline in the number of settlements that did not provide wage increases. In 1980, only 6 settlements (less than 1 percent) - slightly down from the 1.3 percent reported in 1979 - was the least number ever reported. The exclusion of the relatively few no-increase settlements had almost no effect on the median.

1. All of the averages presented in this report are medians. The median divides a series presented as an array into two equal halves, with as many observations above the median as below it.

In more than three-fifths of the settlements, first-year increases ranged from 8 percent to under 12 percent and in about one-fifth, the range was from 4 percent to less than 8 percent. (See Table 4, page 27.)

In terms of contract duration first-year increases averaged 8.0 percent in 1-year agreements, 9.1 percent in 2-year agreements, and 9.2 percent in 3-year agreements.

The largest amount of cents-an-hour increase based on settlements was attained in 1980. The median of 60.9 cents was 12 cents higher than in 1979. The smallest increase since the Division of Research and Statistics began publishing its collective bargaining settlement series in 1948 was 6 cents in 1954. When weighted by the number of workers covered, the median increase was 72.9 cents an hour (48.5 cents in 1979).

The average first-year raises in cents-an-hour over the last 10 years are shown below:

<u>Year</u>	<u>Settlements</u>	<u>Workers</u>	<u>Year</u>	<u>Settlements</u>	<u>Workers</u>
1980	60.9	72.9	1975	40.9	31.8
1979	48.9	48.5	1974	37.3	45.2
1978	43.2	43.9	1973	27.3	32.0
1977	38.9	45.9	1972	23.2	30.1
1976	35.9	30.4	1971	30.4	37.6

The exclusion of the 6 no-increase wage settlements, which covered a total of 925 workers, had only a slight effect on cents-an-hour median for all settlements, and no change when weighted by workers.

More than one-fourth of the settlements (27 percent) reported increases of at least 72 cents per hour while only about 10 percent reported increases of less than 32 cents. (See Table 5, page 28.)

When the duration of the contracts are considered, higher first-year increases were reported in 1- and 2-year agreements than in 3-year agreements. The median annual first-year increase was 62.0 cents an hour in 1-year agreements, 66.9 cents in 2-year agreements and 55.9 cents in 3-year agreements.

Increases by Industry

Although in previous years, the cents-an-hour first year increases were usually higher in nonmanufacturing industries than in manufacturing, whereas the percentage increases tended to be lower in nonmanufacturing than in manufacturing, in 1980, the cents-an-hour average was higher -- 72.9 cents compared to 53.1 cents, but the median based on percent was the same for both types of industry -- 9.1 percent.

Among nonmanufacturing industries, first-year increases in settlements ranged from 58.9 cents an hour in services to \$1.03 an hour in construction. Percent increases ranged from 8.6 percent in government to 9.4 percent in transportation and public utilities. Among manufacturing industries, the smallest increase was 42 cents in transportation equipment, and the largest was 64.0 cents in stone, clay, and glass products manufacturing

Transportation equipment also reported the smallest percentage increase -- 76 percent. The highest percent increase was 9.5 in the food and kindred products industries. (See Tables 6 and 7, pages 29 and 30).

Deferred Increases

Contracts of more than 1-year duration usually provide for deferred increases (scheduled to take place after the effective date of the contract). In 1980, 92 percent of the agreements included at least one deferred increase.^{2/} At least 80 percent of the settlements in each individual industry group included deferred raises, as did at least 90 percent of the settlements in 4 nonmanufacturing and 13 manufacturing industries. In 10 individual industry groups, 95 percent or more of the settlements had deferred increases.

All settlements with a duration of over 3 years contained deferred increase provisions, as did 97 percent of the 3-year and 95 percent of the 2-year agreements. Only 6 of the 41 contracts of 1-year duration provided for deferred raises.

In long term contracts (3 years or more), wage increases are generally "front loaded" (highest in the first year of the contract). As shown in the table below, the median first-year increase of 9.2 percent in the 3-year agreement (56.5 cents an hour) was larger than the second-year average increase of 7.7 percent (49.2 cents an hour) or the third-year increase of 7.2 percent (48.5 cents an hour). (The data used to compute the medians include both the increase and no-increase settlements.)

<u>Year</u>	<u>2-year agreements</u>	<u>3-year agreements</u>
Number of deferred-increase agreements	228	383
Median increase in:		
First year*	9.1% (67.5 cents)	9.2% (56.5 cents)
Second year	8.9% (60.9 cents)	7.7% (49.2 cents)
Third year		7.2% (48.5 cents)

* Immediate increase, plus any other raises, effective within the first 12 months.

Type and Duration of Settlements

Most settlements (98 percent) were renewals. The remaining settlements were either reopenings or contracts negotiated for the first time. (See Table 3, page 26).

In 1980, about 6 percent of the contracts had a duration of 1-year or less, the same as in the previous 2 years. Contracts of 2-year duration accounted for 33 percent (30 percent in 1979 and 26 percent in 1978). The proportion of long-term contracts (3 years or longer) was 56 percent in 1980 a decrease from the 60 percent in 1979 and 63 percent in 1978.

2. In the United States as a whole, 4.9 million workers were scheduled to receive deferred raises in 1980, according to the Bureau of Labor Statistics. See "Scheduled Wage Increases and Escalator Provisions in 1980". Monthly Labor Review, January 1980.

As in previous years, cost-of-living adjustments ("COLA" or escalator clauses) played an important part in collective bargaining negotiations. They represent an attempt by unions to protect the wages of workers from erosion (due to the inflation spiral) by relating changes in the Consumer Price Index (CPI) to wage rates (for example, a 1-cent-an-hour increase for each 0.3 point rise in the CPI).^{3/} Cost-of-living adjustments may be achieved in lieu of or in addition to scheduled wage increases. A recent trend in "COLA" adjustments has been the use of "caps" which set a maximum limitation or ceiling on the amount of wage adjustment permissible regardless of the magnitude of the rise in the CPI. Another trend has been the setting of a minimum percent increase before "COLA" takes effect (i.e., the CPI must rise over 6 percent before "COLA" adjustments can be made) and, even under this approach, a "cap" might be set. In 1980, about 27 percent of the settlements (194) covering 29 percent of the workers had "COLA" clauses. Of these, 46 either established formulas for the first time or amended existing ones. On the other hand, in 19 settlements which previously had "COLA" clauses, the provision was dropped.

Fringe Benefits

Changes were reported in one or more fringe benefits during 1980 in 90 percent of the settlements (91 percent in 1979.) As in recent years, there were reductions in benefits in some agreements, such as smaller employer contributions to various funds (health and welfare, pension) or reductions in overtime compensation, holidays and personal leave. (See Table 8, page 31.)

In 70 percent of the settlements involving more than four-fifths of the workers, health and welfare plans were either included for the first time or existing plans were amended. Among the benefits gained were new or improved dental, optical, and drug plans; increased allowances for doctors visits; coverage for second opinions in cases of surgery; improved payment for psychiatric care; higher maximum and life-time coverage under major medical programs; improved or additional coverage for dependents; extended time-length coverage for survivors of retirees; coverage for laid-off workers; disability payment for pregnancy, etc.

Pension plans were improved or new ones were established in 56 percent of the settlements covering about 2 of every 5 workers. Some of the changes included increased cost-of-living adjustments for retirees; improved pension benefit formulas; reduced service requirements for normal or early retirement; allowances for employees working beyond age 65 to accrue pension benefits; pension service credit for unused sick leave; new or amended vesting privileges; and improved survivor and spouse benefits.

Improvements in vacation benefits occurred in 30 percent of the settlements involving about 1 out of every 4 workers either in the form of additional days, lower service requirements, or additional employer contributions to the vacation fund.

The number of paid holidays was increased in nearly 25 percent of the settlements. Of those that granted more paid holidays, 82 percent added 1 day increasing the total to: 12 days for 26 percent of the settlements;

3. An estimated 5.5 million workers are covered by "COLA" or escalator clauses in the United States as of January 1, 1980, according to the U.S. Bureau of Labor Statistics. See "Scheduled Wage Increases and Escalator Provisions in 1980," Monthly Labor Review, January 1980.

11 days for 20 percent; 13 days for 16 percent; the remainder was accounted for by those with a total of 10 or less and 14 or more holidays. The greatest number of paid holidays reported in any settlement in 1980 was 16 (same as in 1979) and the smallest number was 6 days.

Summaries of wage-benefit changes affecting large numbers of workers appear later in this report under "Major Settlements in 1980." Fringe-benefit innovations included the following:

- o Members of the Newspaper Guild over 60 years of age employed by Newsweek Magazine get 4 additional weeks of vacation in their retirement year if they have 10 years of service. The settlement also calls for 6 weeks of sick leave for those on maternity leave. The same union's contract with Consumers Union calls for continuing medical and life insurance coverage for 6 months after termination of employment. Flint Glass Workers at Corning Glass will have their medical coverage continued for 9 months if they are laid off.
- o Surviving dependents of retired commissary employees, mechanics, ground crews, and port stewards who are members of the Transport Workers Union and in the employ of Pan American Airways will have their medical plans extended for 2 years.
- o Contracts of Steelworkers and Machinists with steel companies, as well as Railway Carmen, and Transportation Union with a railroad, provide that any wage adjustment for active workers based on Consumer Price Index (CPI) is to be allocated toward the cost of improved pension benefits.
- o A settlement between the Transport Workers and 3 bus companies provide that employees injured on the job due to assault are to receive minimum base pay commencing 91 days after injury and up to 1 year. The contract between New York State Nurses and the Visiting Nurse Assn. of Rochester calls for the payment of the difference between Workers' Compensation and regular pay up to 30 days for assaulted employees.
- o Agreements of 2 unions (Transport Workers and Amalgamated Transit Union) with the New York City Transit Authority and Manhattan and Bronx Surface System eliminate 2 hours paid time off on Election Day, reduce paid-break time by 20 minutes a day, and require that employees must work at least 3 days in a week in order to be eligible to work on their day off at overtime rates.
- o Retail, Wholesale and Department Store Employees employed by Bloomingdales who work on Memorial and/or Labor Day shall receive 2 paid days off for each of the days. In a settlement with Gimbels, employees with 5 years or more of seniority cannot be laid off or have their work schedule reduced.
- o Steelworkers in the employ of the Phelps Dodge Refining Corp. will receive 2-year service credit for pension eligibility, vesting, or early retirement if on a more than 2-year lay off due to a plant shutdown, while Electrical Workers of G.T.E. Sylvania would have their pension service credit for un-reduced early retirement continue during such lay offs. G.T.E. Sylvania also agreed to continue to give pension service credit for those 65-70 years of age who are still in their employ.
- o Eight to 14-year old children of Electrical Workers (IBEW) working for General Instrument Co., Micro Electronic Div. are entitled to spend 2 weeks at a summer camp for children for a nominal fee of \$20 per week.

MAJOR SETTLEMENTS IN 1980

The following is a summary of a selection of settlements made in 1980, each affecting a large number of workers. They were reported during 1980 in the Division's monthly publication, Collective Bargaining Settlements in New York State. Independent unions are labeled "Ind."; all others are affiliated with the AFL-CIO.

Apparel and other finished products

- o New York Clothing Manufacturers Association Inc. and Clothing and Textile Workers (9,000 workers in New York Metropolitan Area): 5.5% average (30¢ per hour) effective October 1, added 3.4% (20¢ per hour) effective March 2, 1981 and 3.3% (20¢ per hour) effective October 5, 1981; effective October 5, 1981, revised wage adjustment clause based on rise in Consumer Price Index in excess of 9.1%, with 10¢ per hour maximum adjustment.

Effective March 31, 1982, 4 weeks vacation after 20 years (now 3 weeks). Improved hospital, surgical benefits. (Renewal; expiration March 31, 1982.)

Chemical and allied products

- o American Cyanamid Company, Lederle Laboratories and Chemical Workers (1,440 workers in Pearl River): 8% (53.8¢ per hour average) effective January 21, added 6.8% (49.5¢ per hour) effective January 19, 1981.

11 paid holidays (was 10). Effective in 1981, 100% coverage for second and third surgical opinions and for pre-admission hospital tests; sickness and accident benefits raised from \$175 to \$225 per week. 50% automatic pension benefits for surviving spouses of active workers who die. Effective in 1980, 2nd-shift differential 25¢ per hour (was 15¢) 3rd-shift 50¢ (was 25¢) and effective in 1981, 2nd-shift 35¢, 3rd-shift 60¢. (Renewal; expiration January 23, 1982.)

Construction

- o Association of Master Painters and Decorators and Painters (4,000 workers in New York City): 9.9% (\$1.08 per hour) effective August 1; new rate \$12; wage adjustment clause based on rise in Consumer Price Index dropped.

Company pays added 1% to fringe benefit fund for health and welfare benefits (now \$1.14 per hour per worker) and added 1% for pension benefits (now \$1.20 per hour). (Renewal; expiration July 31, 1981.)

- o Building Trades Employers Association of Westchester and Putnam Counties and Independent Contractors and Carpenters (3,000 Workers in Westchester, Putnam Counties): 13.1% (\$1.35 per hour) effective May 1, added 2.6% (30¢ per hour) effective October 1, 1980, 2.1% (25¢ per hour) effective January 1, 1981, with option of allocation to wages or fringe benefits, and 11.5% (\$1.40 per hour) effective May 1, 1981; new rate \$11.65.

None. For January 1, 1981 fringe benefits option, see above. (Renewal; expiration April 30, 1982.)

- o Master Contract (Dredge Agreement Northeast) and Operating Engineers (1,500 workers in Great Lakes, Atlantic and Gulf Coasts): 12.2% average (\$1.20 per hour) retroactive to October 1, added 9% (\$1 per hour average) effective October 1, 1981; wage reopening October 1, 1982 and October 1, 1983.

Effective October 1, 1981, company to pay 83¢ per hour per worker to health and welfare fund (now 73¢) and 80¢ to pension fund (now 70¢). (Renewal; expiration September 30, 1984.)

- o New York Electrical Contractors Association Inc. and Electrical Workers (IBEW) (8,000 workers in New York City): 8.9% (\$1.20 per hour) effective June 12, added 7.5% (\$1.10 per hour) effective June 11, 1981 and 7.9% (\$1.25 per hour) effective June 10, 1982; new rate \$14.65.

Improved dental and optical benefits. Effective June 12, 1980, company pays \$9 per day per worker to additional security benefit fund (was \$8), \$10 effective June 11, 1981, \$11 effective June 10, 1982. Jury duty pay raised from \$55 to \$75 per day. Improved annuity death benefit schedule. Improved education benefits. (Renewal; expiration June 9, 1983.)

Electrical machinery

- o Bendix Corporation, Electrical Components Division and Machinists (2,500 workers in Sidney): 3.9% (29¢ per hour) effective October 27, added 2.9% (22¢ per hour) effective October 26, 1981 and 2.9% (23¢ per hour) effective October 25, 1982.

Improved holiday provisions. Improved life, accidental death, sickness and accident coverage; improved hospital, medical and surgical coverage; improved dental benefits. Increased pension benefits. 20¢ per hour shift differential (was 15¢). (Renewal; expiration October 28, 1983.)

- o Manufacturers of Illumination Products Inc. and Electrical Workers (IBEW) (1,800 workers in New York Metropolitan Area): 8.5% (60¢ per hour) effective July 1, added 7.4% (57¢ per hour) effective July 1, 1981 and 6.7% (55¢ per hour) effective July 1, 1982.

None. (Renewal; expiration June 30, 1983.)

- o Standard Motor Products, Inc. and Auto Workers, Ind. (1,100 workers in New York City): 10% (57¢ per hour) effective October 2, added 4% (25.1¢ per hour) effective October 2, 1981 and 4% (26.1¢ per hour) effective October 2, 1982.)

15 paid holidays (was 14). \$13 per day while on jury duty (was \$10). Severance pay plan. (Renewal; expiration October 1, 1983.)

Fabricated metal products

- o Foster Wheeler Energy Corporation and Machinists (1,000 workers in Dansville): 11¢ to 40¢ per hour effective June 28, added 10¢ to 30¢ effective July 6, 1981 and 10¢ to 30¢ effective July 5, 1982.

12 paid holidays (was 11). Effective in 1981, 1 added day vacation after 4 years, after 9 years, and after 13 years; \$275 vacation bonus after

25 years (was \$240). Company pays increase in cost of Blue Cross and Blue Shield coverage; \$6,000 life insurance (was \$4,000). Effective September 1, 1979, basic pension benefits raised from \$10 to \$12.50 per month for each year of service, \$14.50 effective May 31, 1981 and double benefits provision for disability retirees with 10 years service if not eligible for social security. December 24, 1981 and December 24, 1982 to be reduced work days from 8 hours to 5 hours. \$200 attendance bonus for employees absent 6 days or less during year (was \$150), \$150 for employees absent between 6 and 10 days (was \$75). (Renewal; expiration June 27, 1983.)

- o Remington Arms Company, Inc. and Employees Mutual Association, Ind. (2,150 workers in Ilion): 8.6% (61¢ per hour) effective August 31.

Provision for period of continued health and welfare coverage for laid-off workers. (Renewal; expiration August 31, 1981.)

Finance, insurance and real estate

- o Bronx Realty Advisory Board Inc. and Service Employees (5,000 workers in New York City): 30¢ per hour retroactive to September 15, 1979, added 32.5¢ effective September 15, 1980 and 27.5¢ effective September 15, 1981.

1 added paid holiday. Effective in 1979, company pays \$40 per month per worker to health and welfare fund (was \$39). Effective in 1979, company pays \$30 per month per worker to pension fund (was \$26), \$35 effective in 1980, \$40 effective in 1981. Effective in 1979, company pays \$2 per week per worker for income security plan, \$6 effective in 1981. (Renewal; expiration September 14, 1982.)

Food and kindred products

- o Entenmann's Bakery Inc. and Bakery and Tobacco Workers (1,050 workers in Bay Shore): 8.6% (65¢ per hour) effective May 1, added 7.9% (65¢ per hour) effective May 1, 1981 and 7.4% (65¢ per hour) effective May 1, 1982.

1 added paid holiday effective in 1982. Effective in 1981, company to pay added 7.5¢ per hour per worker to health and welfare fund. Effective in 1981, company to pay added 8.5¢ per hour per worker to pension fund, added 8.5¢ effective in 1982; pension benefits raised from \$450 to \$550 per month. (Renewal; expiration April 30, 1983.)

- o Great Atlantic and Pacific Tea Company, Ann Page Division and Teamsters, Ind. (1,200 workers in Horseheads): 9.2% (50¢ per hour) effective April 27, added 5% (30¢ per hour) effective April 26, 1981, 3.2% (20¢ per hour) effective October 25, 1981, 4.7% (30¢ per hour) effective April 25, 1982, and 3% (20¢ per hour) effective October 24, 1982.

Company pays \$19.10 per week per worker to health and welfare fund (was \$16.60). Effective January 1, 1981, pension benefits of \$7.50 per month for each year of service. 5 days paid leave in case of death of spouse (was 3). (Renewal; expiration April 24, 1983.)

- o Greater New York Milk Dealers Labor Committee and Teamsters, Ind. (1,800 workers in New York Metropolitan Area): 62.5¢ per hour effective November 11, added 75¢ per hour effective November 11, 1981.

4 weeks vacation after 10 years (was after 15 years), 5 weeks after 15 years. Effective November 11, 1980, company pays added 32.5¢ per hour per worker to health and welfare fund; 365 days hospitalization coverage; improved dental, optical, anesthesia coverage; sickness and accident benefits raised from \$85 to \$95 per week. Increased pension benefits. Improved jury duty clause. \$30 clothing allowance effective June 1, 1981, added \$30 effective January 1, 1982. (Renewal; expiration November 11, 1982.)

Government

- o City of New York Fire Department and Fire Fighters (9,000 workers in New York City): 9% effective July 1, added 8% effective July 1, 1981; continuation of \$750 per year non-pensionable cash payment in lieu of productivity cost-of-living adjustment negotiated in 1978 agreement and effective July 1, 1982, \$750 to be included in base salary following negotiation of next agreement.

Effective July 1, 1980, employer pays added \$25 per year per worker to health and welfare fund, added \$25 effective July 1, 1981. \$365 annual uniform allowance (was \$265). (Renewal; expiration June 30, 1982.)

- o City of New York and State, County and Municipal Employees (108,000 workers in New York City): 8% (\$900 per year minimum) effective July 1, added 8% (\$900 per year minimum) effective July 1, 1981; continuation of \$750 per year non-pensionable cash payment in lieu of productivity cost-of-living adjustment negotiated in 1978 agreement and effective July 1, 1982, \$750 to be included in base salary following negotiation of next agreement.

Effective July 1, 1980, employer pays \$400 per year per worker to health and welfare fund (was \$350), \$450 effective July 1, 1981; provision for establishment of health cost containment committee to review health insurance program and consider ways of reducing costs and improving benefits. Committee established to determine which professional employees are to receive special salary adjustments to attain comparability with similar jobs in private industry. (Renewal; expiration June 30, 1982.)

- o City of New York and Teamsters, Ind. (11,300 workers in New York City): Same terms as City of New York and State, County and Municipal Employees. See above.
- o City of New York Board of Education and Teachers (70,000 workers in New York City): Same terms as City of New York and State, County and Municipal Employees. See above.
- o City of New York Police Department and Patrolmen's Benevolent Association, Ind. (17,000 workers in New York City): Same terms as City of New York Fire Department and Fire Fighters. See above.
- o City of New York Sanitation Department and Teamsters, Ind. (7,000 workers in New York City): Same terms as City of New York Fire Department and Fire Fighters, with following exception: \$290 annual uniform allowance (was \$190). See above.
- o Long Island Rail Road Company and Non-Operating Rail Unions (5,000 workers in New York City and Long Island): 7% retroactive from January 1, 1979 to December 31, 1979, added 8% effective January 1, 1980, 6% effective January 1, 1981, and 3% effective June 1, 1981; wage adjustment clause based on rise in Consumer Price Index dropped.

Company pays \$20 per month per worker for dental coverage (was \$15) and \$2 for optical coverage (was \$1.86). (Renewal; expiration December 31, 1981.)

- o Manhattan and Bronx Surface Transit Operating Authority and Transport Workers (4,900 workers in New York City): 9% (72.6% per hour average) effective April 12, added 8% (70.4¢ per hour) effective April 1, 1981; effective October 1, 1981, wage adjustments of 1¢ per hour for each 0.4-point rise in Consumer Price Index; employees hired below regular rate since 1978 agreement to receive 91¢ per hour average cost-of-living adjustment to reach regular rate; new employees to receive 75% of regular rate during first 30 months of employment.

2 hours paid time off on Election Day eliminated. Increased employee contribution to health and welfare fund. Provision for 20 minutes per day reduction in paid time for work breaks. Employees required to work at least 3 days in week in order to work on regular day off at overtime rate. (Renewal; expiration March 31, 1982.)

- o New York City Transit Authority and Transport Workers (26,000 workers in New York City): Same terms as Manhattan and Bronx Surface Transit Operating Authority and Transport Workers. See above.

Leather and leather products

- o Luggage and Leather Goods Manufacturers Association of New York Inc. and Leather Goods Workers (1,600 workers in New York Metropolitan Area): 10% (40¢ per hour) effective April 21, added 6.8% (30¢ per hour) effective April 20, 1981 and 6.4% (30¢ per hour) effective April 19, 1982.

3 days paid sick leave (was 0). 3 days paid leave in case of death in immediate family. (Renewal; expiration April 20, 1983.)

Machinery (except electrical)

- o Dresser Industries Inc., Clark Engine Compressor Division and Steelworkers (1,350 workers in Olean): 1.9% (15¢ per hour) effective September 15, added 1.3% (10¢ per hour) effective September 15, 1981 and 1.2% (10¢ per hour) effective September 15, 1982.

Improved medical and dental plans. Pension benefits raised from \$13 to \$14 per month for each year of service; early retirement at age 55 after 10 years service (was at age 60). (Renewal; expiration September 15, 1983.)

- o TRW Inc., Marlin-Rockwell Division and Auto Workers, Ind. (1,120 workers in Jamestown): 8.6% (62¢ per hour) effective November 15, added 6.5% (51¢ per hour) effective October 18, 1981 and 5.8% (48¢ per hour) effective October 18, 1982; maximum wage adjustment based on rise in Consumer Price Index increased 6¢ per hour over contract term.

Improved holiday provision. Improved major medical, dental, sickness and accident, life insurance and accidental death and dismemberment coverage; vision care plan effective in 1982. Pension benefits raised \$2.50 per month for each year of service over contract term; pensions for current retirees raised 50¢ per month for each year of service. (Renewal; expiration October 18, 1983.)

Miscellaneous manufacturing industries (jewelry, toys, pens, etc.)

- o Plastic Soft Materials Manufacturers Association Inc. and Ladies Garment Workers (4,000 workers in New York Metropolitan Area): 8% effective December 16, added 6% effective December 16, 1981 and 6% effective December 16, 1982; effective December 16, 1981 and December 16, 1982, 2% maximum wage adjustment based on rise in Consumer Price Index in excess of 5%.

Effective July 1, 1981, company to pay cost of New York State disability coverage. Effective July 1, 1982, company to pay 7.75% to pension fund (now 6.75%), 8.75% effective July 1, 1983. \$1.50 per day maximum fare reimbursement for employee travel cost if company moves 25 miles from New York City. (Renewal; expiration December 15, 1983.)

Primary metal products

- o Aluminum Company of America and Aluminum Workers (1,700 workers in Massena): 25¢ per hour effective June 2, added 20¢ effective June 1, 1981 and 15¢ effective June 7, 1982; effective June 1, 1980 and 1981, additional 1¢ per hour increment between job classes, additional 0.5¢ effective June 1, 1982; effective in 1982, wage adjustments of 1¢ per hour for each 0.26-point rise in Consumer Price Index (now 1¢ for each 0.3-point rise.)

Effective January 1, 1981, pension benefits raised \$2 per month for each year of service, raised \$2 effective January 1, 1982; improved pensions for current retirees. (Renewal; expiration May 31, 1983.)

- o Allegheny Ludlum Industries Inc. and Steelworkers (2,250 workers in Dunkirk, Watervliet): 25¢ per hour effective May 1, added 20¢ effective August 1, 1981 and 15¢ effective August 1, 1982; 1¢ per hour annual increment between job classes.

Improved extended vacation plan for employees with 25 years or more service to provide 14 weeks vacation every 5 years (was 13 weeks). Improved hospital benefits; improved vision care coverage; \$1,000 annual dental benefits (was \$750) and \$650 lifetime orthodontic benefits (was \$500); improved sickness and accident benefits; effective in 1982, added \$4,500 life insurance for active workers and \$3,500 life insurance for retirees (now \$3,000). Wage adjustment for active workers based on rise in Consumer Price Index effective May 1, 1980 to be allocated toward cost of improved pension benefits for current retirees; effective August 1, 1980 and August 1, 1981, increased pension benefits for current retirees totaling 70% for those retired prior to August 1966, 60% for those retired between 1966 and 1968, 50% for those retired between 1968 and 1971, 35% for those retired between 1971 and 1974, 25% for those retired between 1974 and 1977, and 10% for those retired between 1977 and 1980; effective August 1, 1981, minimum pension benefits for current retirees of \$12 per month for each year of service; increased pensions for surviving spouses; minimum pension benefits for active workers raised over contract term from \$13.50 per month for each year of service for those with 15 years or less service, from \$15 for those with 15 to 30 years, from \$16.50 for those with over 30 years, to \$17.50, \$19, and \$20.50. Increased SUB benefits. Effective August 1, 1980, afternoon-shift differential 30¢ per hour (now 20¢), night-shift 45¢ (now 30¢). \$150 bonus effective October 1980. (Renewal; expiration July 31, 1983.)

- o Bethlehem Steel Corporation and Steelworkers (7,700 workers in Buffalo, Lackawanna): Same terms as Allegheny Ludlum Industries Inc. and Steelworkers. See page

Printing and publishing

- o Metropolitan Lithographers Association Inc. and Graphic Arts Union (2,380 workers in New York Metropolitan Area): 10% average (\$1.143 per hour) effective July 1, added 7.9% (\$1 per hour) effective July 1, 1981 and 3.2% (42.9¢ per hour) effective January 1, 1982; wage adjustment clause based on rise in Consumer Price Index dropped.

Effective January 1, 1981, company to pay \$45 per week per worker to health and welfare fund (now \$40), \$49 effective January 1, 1982. Company pays \$2 per week per worker to lithography school fund (was \$1.50). Improved funeral leave clause. (Renewal; expiration June 30, 1982.)

Professional instruments

- o Bulova Watch Company and Independent Production, Maintenance and Service Employees, Ind. (1,250 workers in New York City): 8.5% (40.4¢ per hour for time workers, 44.2¢ for piece workers) effective February 4, added 9% (46.4¢ per hour for time workers, 50.8¢ for piece workers) effective February 2, 1981.

Individual major medical coverage for workers with less than 10 years service. (Renewal; expiration February 1, 1982.)

- o Xerox Corporation and Clothing and Textile Workers (4,800 workers in Rochester): 2.5% (22¢ per hour) effective March 24, added 3% (27¢ per hour) effective March 23, 1981 and 3% (28¢ per hour) effective March 22, 1982.

12 paid holidays effective in 1982 (now 11). (Renewal; expiration March 20, 1983.)

Services

- o Association of Private Hospitals Inc. and Service Employees (5,000 workers in New York City): 8% retroactive to August 1, added 8% effective August 1, 1981.

Increased company payment to health and welfare and pension funds. (Renewal; expiration July 31, 1982.)

- o League of New York Theatres and Producers Inc. and Actors Equity Association (10,000 workers in New York State): 18.8% for all (\$75 per week for actors, varying raises for stage managers) retroactive to June 29, added 10.5% (\$50 per week for actors, varying raises for stage managers) effective June 28, 1981 and 9.5% (\$50 per week for actors, varying raises for stage managers) effective June 27, 1982; effective in 1982, if Consumer Price Index rises more than 20% over period of 1980 and 1981, wage adjustments equal to percentage rise in excess of 20%.

Effective in 1980, company pays \$17 per week per worker to health and welfare fund (was \$16.50), \$19.50 effective in 1981, \$21 effective in 1982. Effective in 1980, \$45 daily out-of-town expense allowance (was \$35), \$50 effective in 1981, \$55 effective in 1982. (Renewal; expiration June 25, 1983.)

- o League of Voluntary Hospitals and Homes of New York and Retail, Wholesale and Department Store Union, District 1199, National Union of Hospital and Health Care Employees (35,000 workers in New York City): 8% effective July 1, added 8% effective July 1, 1981.

Provision for 1 in 4 weekends off. (Renewal; expiration June 30, 1982.)

- o Metropolitan Garage Board of Trade and Teamsters, Ind. (2,500 workers in New York City): 9.6% (50¢ per hour) effective February 5, added 8.8% (50¢ per hour) effective February 5, 1981 and 8% (50¢ per hour) effective February 5, 1982.

10 paid holidays (was 9). 4 weeks vacation after 20 years. Dental and prescription drug plans. Company pays added 25¢ per hour per worker to pension fund for improved benefits. 6 days paid sick leave (was 5). Difference between regular rate and jury duty pay. (Renewal; expiration February 5, 1983.)

- o Presbyterian Hospital and New York State Nurses Association, Ind. (1,355 workers in New York City): 7% retroactive to December 13, 1979, added 6% effective December 13, 1980, 2% effective June 13, 1981, 6% effective December 13, 1981, and 5% effective June 13, 1982.

After 1 year service, employees to be paid for holidays which fell during first 30 days of employment. Effective December 13, 1979, company pays \$1,266.12 per year per full-time, \$633.06 per part-time worker to benefits fund (was \$900 and \$450), \$1,546.68 and \$773.34 effective December 13, 1980, \$1,723.56 and \$861.78 effective December 13, 1981. Effective November 1, 1982, company to pay maximum of \$1,200 per year per worker to pension fund (now \$950). 60 days cumulative sick leave (was 48), 72 days effective December 13, 1980, 84 days effective December 13, 1981. 1 week severance pay for each year of service up to maximum of 4 weeks for permanently laid-off workers. \$40 per shift on-call pay for all (was \$30 for dialysis unit employees). (Renewal; expiration December 1, 1982.)

Transportation, communication and utilities

- o American Airlines Inc. (Mechanics, Maintenance Ground Service, and Stores Personnel) and Transport Workers, Air Transport Division (2,140 workers in New York State): 6% retroactive to March 1, added 2% effective September 13, 1980, 4% effective March 14, 1981, 4% effective September 12, 1981, and 4% effective March 13, 1982; 15¢ per hour maximum longevity pay (was 13¢); effective September 1980, 18¢ per hour maximum annual wage adjustment based on rise in Consumer Price Index (was 17¢), 22¢ effective September 1981 and August 1982.

Effective in 1981, 4 weeks vacation after 10 years (now after 12 years), 5 weeks after 17 years (now after 20 years). Employee pension contributions made prior to April 1, 1978 under employer-employee financed plan to be refunded (plan presently employer-financed) and provision for service credit for years in which employees did not contribute. Effective in 1981, 130 days cumulative sick leave (now 120), 140 days effective in 1982 and \$25 pay at retirement for each day of unused leave (now \$12 per day for unused leave at end of each year up to maximum of 10 days). Effective December 1980, 25¢ per hour for first government license held (was 20¢), 20¢ for second license (was 15¢), 35¢ and 30¢ effective in 1981. Effective September 1981, 10¢ per hour line pay for mechanics, fleet, and ground service employees (now 5¢). (Renewal; expiration September 1, 1982.)

mile for first 600 per month and from 10¢ to 12¢ over 600 miles. Effective June 21, 1981, meal allowance raised from \$2.75 to \$3, \$3.25 effective June 20, 1982. Experimental program for 4-day weekly work schedule or alternating 4-day and 3-day weeks with increased daily hours (basic 40-hour week remains same). (Renewal; expiration June 17, 1983.)

- o Long Island Lighting Company (Production Workers) and Electrical Workers (IBEW) (2,270 workers in Long Island): 8.8% (92¢ per hour) effective July 1, added 8.3% (95¢ per hour) effective July 1, 1981; wage adjustment clause based on rise in Consumer Price Index dropped.

5 weeks vacation after 23 years (was after 25 years). Improved dental benefits. Non-rotating shift differential 43¢ per hour (was 40¢), rotating-shift 45¢ (was 42¢). (Renewal; expiration June 30, 1982.)

- o Master Contract (Moving and Storage Industry) and Teamsters, Ind. (2,500 workers in New York Metropolitan Area): 9.7% average (75¢ per hour) effective April 1, added 7.2% (60¢ per hour) effective April 1, 1981 and 5.5% (50¢ per hour) effective April 1, 1982.

Effective May 1, 1980, company pays 65¢ per hour per worker to health and welfare fund (was 61¢), 70.5¢ effective April 1, 1981, 73.5¢ effective April 1, 1982. Effective May 1, 1980, company pays 95¢ per hour per worker to pension fund (was 82.5¢), \$1 effective April 1, 1982; pension benefits raised to \$475 per month after 25 years and up to maximum of \$575 after 35 years. Company pays 30¢ per hour per worker to annuity fund (was 20¢). (Renewal; expiration March 31, 1983.)

- o New York Shipping Association Inc. and Longshoremen (15,000 workers in Port of New York): 11.5% (\$1.20 per hour) effective October 1, added 10.3% (\$1.20 per hour) effective October 1, 1981 and 9.4% (\$1.20 per hour) effective October 1, 1982.

16 paid holidays (was 15). Effective in 1980, company pays \$1.67 per hour per worker to health and welfare fund (was \$1.50), \$1.84 effective in 1981 and \$2 effective in 1982. Effective in 1980, company pays \$2.50 per hour per worker to pension fund (was \$2.25), \$2.75 effective in 1981 and \$3 effective in 1982; improved pension benefits. (Renewal; expiration September 30, 1983.)

- o New York Telephone Company and Empire City Subway Company Ltd. and Communications Workers (31,465 workers in New York State): Same terms as American Telephone and Telegraph Company, Long Lines Department and Communications Workers. See page

- o Niagara Mohawk Power Corporation and Electrical Workers (IBEW) (7,500 workers in Upstate New York): 8.5% (80.4¢ per hour average) effective June 1, added 8.5% (87.2¢ per hour) effective June 1, 1981.

5 weeks vacation after 23 years (was after 24 years). Improved medical, dental benefits. Effective June 1, 1980, early retirement at age 61 (was age 62) with 98% of regular benefits, 100% effective June 1, 1981. Effective June 1, 1980, shift differential Monday through Saturday 39¢ per hour (was 37¢), Sunday differential 65¢ (was 60¢) and effective June 1, 1981, 41¢ and 70¢. (Renewal; expiration May 31, 1982.)

- o Pan American World Airways Inc. (Mechanics and Ground Service Agreement) and Transport Workers, Air Transport Division (4,165 workers in New York State): 8% (82.8¢ per hour) retroactive to July 6, added 2% (23.6¢ per hour) effective January 4, 1981, 4% (46.6¢ per hour) effective July 5, 1981, 4% (47.4¢ per hour) effective January 3, 1982, 4% (51.4¢ per hour) effective July 4, 1982, and 2% (25.6¢ per hour) effective January 2, 1983; effective January 1981, 1982 and 1983, 25¢ per hour maximum wage adjustment based on rise in Consumer Price Index (was 17¢).

Effective January 1, 1981, 1 added paid holiday. 4 weeks vacation after 10 years (was after 12 years), 5 weeks after 17 years, 6 weeks after 22 years. 90-day open enrollment for health care coverage; group medical plan extended for 2 years for surviving dependents of retired employees; dental benefits continued for work in progress on dependents at time of employee's death. Employee pension contributions to be returned with compounded interest within 3 months following contract ratification; full pension credit retroactive to first day of month after date of hire; former employees of National Air Lines to have option of reimbursement of payments made to variable annuity plan. Effective January 1, 1981, 130 days cumulative sick leave (was 120 days), 140 days effective January 1, 1982; effective in 1981, \$25 per day for unused sick leave (now \$10). Improved funeral leave clause. Longevity premium 15¢ per hour (was 13¢). Effective May 5, 1981, premium for 2 licenses raised to 45 cents per hour, 65 cents effective April 2, 1982. (Renewal; expiration July 1, 1983.)

Wholesale and retail trade

- o Gimbel Brothers Inc. and Retail, Wholesale and Department Store Union (5,000 workers in New York Metropolitan Area): 40¢ per hour effective June 1, added 40¢ effective June 1, 1981.

9 paid holidays (was 8). Company pays 8% to security plan (was 7%); dental plan established. Provision guaranteeing that employees with 5 years or more service will not be laid off or have work schedules reduced. (Renewal; expiration May 31, 1982.)

- o Macy's New York and Retail, Wholesale and Department Store Union (6,500 workers in New York City, White Plains): 7.7% (40¢ per hour) retroactive to February 1, added 7.2% (40¢ per hour) effective February 1, 1981.

1 added paid holiday. \$20,000 major medical coverage (was \$10,000); improved optical benefits. Pension benefits raised 50¢ per month for each year of service for employees with 10 to 14 years, 15 to 19 years, 20 to 24 years, and benefits raised 75¢ per month for each year of service for employees with 25 to 29 years, 30 to 40 years; \$1,500 life insurance for retirees (was \$1,000). (Renewal; expiration March 1, 1982.)

- o Great Atlantic and Pacific Tea Company Inc. (Meat and Grocery Departments) and Food and Commercial Workers (12,000 workers in New York Metropolitan Area): 62.5¢ to 80¢ per hour retroactive to August 10, added 37.5¢ to 50¢ effective August 10, 1981 and 37.5¢ to 57.5¢ effective August 10, 1982; effective February 1982 and February 1983, guaranteed 25¢ per hour cost-of-living increases.

Increased company payment to pension fund. \$300 severance pay for each consecutive year of service. (Renewal; expiration August 10, 1983.)

- o American Telephone and Telegraph Company, Long Lines Department and Communications Workers (4,975 workers in New York City, Albany, Nassau, Syracuse, Westchester): 9.7% average effective August 10, added 2.7% average effective August 9, 1981 and August 8, 1982, wage adjustments of 55¢ per week plus .0065 of weekly rate for each full percentage point rise in Consumer Price Index (was 50¢ per week plus .006 of weekly rate).

Effective January 1, 1981, 3 weeks vacation after 7 years (now after 8 years). Improved hospital and surgical benefits; increased allowance for x-ray and laboratory examinations; improved child care coverage; alcoholism coverage for dependents; coverage for surviving and eligible dependents of deceased employees increased from 3 to 6 months; effective January 1, 1981, lifetime maximum major medical coverage for retirees and dependents over 65 increased from \$15,000 to \$50,000, annual maximum from \$3,000 to \$3,500; increased company contribution to health maintenance organization coverage; effective January 1, 1983, optical plan established; effective January 1, 1981, maximum annual dental benefits raised from \$500 to \$700; \$1,000 orthodontic coverage (was \$500); improved death, disability and life insurance benefits. Improved pension benefits formula; cost of living adjustments for retirees; full pension after 30 years service regardless of age (was 3% per year reduction for each year retirement preceded age 55); increased minimum pensions. Increased mileage allowance. Improved savings and security plan contribution schedule. Effective in 1981, four days paid personal leave. Maximum supplemental income protection plan benefit for workers displaced due to technological change increased from \$12,000 to \$18,000. Employees with 15 years service downgraded because of technological change to have no reduction in pay during life of contract. (Renewal; expiration August 6, 1981.)

- o Brooklyn Union Gas Company and Transport Workers (2,280 workers in New York City): 9% (78.6¢ per hour) effective July 16, added 9% (85.6¢ per hour) effective July 16, 1981 and 9% (93.3¢ per hour) effective July 16, 1981; wage adjustment clause based on rise in Consumer Price Index dropped.

Improved vacation benefits. Effective July 15, 1980, company pays \$31.76 per month per worker for individual health and welfare coverage (was \$27.76), \$34.76 effective July 15, 1981; effective July 15, 1980, company pays \$95.90 per month per worker for family coverage (was \$88.90), \$100.90 effective July 15, 1981. Added 3 months pension service credit after 20 years. (Renewal; expiration July 16, 1983.)

- o Consolidated Edison Company of New York Inc. and Utility Workers (16,860 workers in New York City); 9% (84.3¢ per hour) effective June 22, added 9% (91.9¢ per hour) effective July 19, 1981 and 9% (\$1 per hour) effective July 18, 1982; wage adjustment clause based on rise in Consumer Price Index dropped.

Improved vacation benefits. \$50,000 major medical coverage effective July 1, 1981 (now \$40,000), \$60,000 effective July 1, 1982; improved dental benefits; vision care plan effective in 1981; \$12 allowance for doctors' office visits (was \$10). Effective January 1, 1981, retirement savings plan with employees to have option of contributing between \$2 to \$10 per week and company to provide contribution of 25% of employees contribution; effective July 1, 1980, employees retiring at age 63 or later to receive annual bonus ranging from \$400 to \$500 based on age. Mileage allowance raised from 18¢ to 20¢ per

o Master Contract (Supermarket Agreement) and Retail, Wholesale and Department Store Union (15,000 workers in New York Metropolitan Area): 9.7% average (69.2¢ per hour average) for full-time workers, 40¢ per hour for part-time workers, effective October 1, added 4.8% (37.5¢ per hour) for full-time, 30¢ per hour for part-time workers, effective October 1, 1981, 3.1% (25¢ per hour) for full-time workers, effective April 5, 1982, 4.5% (37.5¢ per hour) for full-time workers, 30¢ per hour for part-time workers, effective October 4, 1982, and 3.3% (29.2¢ per hour) for full-time, 15¢ per hour for part-time workers, effective April 4, 1983.

Effective January 1, 1981, 4 weeks vacation after 10 years (was after 12 years). Effective January 1, 1981, company pays \$65 per month per full-time worker to health and welfare fund (was \$63), \$68 effective January 1, 1982, \$73 effective January 1, 1983, and effective January 1, 1982, \$8.50 per month per part-time worker (now \$7.50), \$9.50 effective January 1, 1983; effective January 1, 1981, company pays \$12 per month per full-time worker, \$6 per month per part-time worker to dental fund (was \$10 and \$5), \$15 and \$9 effective October 1, 1982. Effective January 1, 1981, company pays \$40 per month per full-time worker, \$15.50 per month per part-time worker to pension fund (was \$37 and \$10), \$45 and \$17.50 effective March 1, 1982. Improved sick leave and funeral leave clauses. (Renewal; expiration September 30, 1983.)

APPENDIX

Table 1. COLLECTIVE BARGAINING SETTLEMENTS AND EMPLOYEES AFFECTED
BY INDUSTRY, NEW YORK STATE, 1980

Industry	:Number of: :employees:		Number		: Percent	
	:in indus- :try (a) : (000)	: Settle- : ments : (b)	: Employ- : ees : (c)	: Settle- : ments : (b)	: Employ- : ees : (c)	
All industries	7,204.7	731	753,710	100.0	100.0	
Manufacturing	1,451.1	326	123,035	44.6	16.3	
Apparel and other finished fabric products	170.0	5	13,990	0.7	1.9	
Chemicals and allied products	71.7	23	6,410	3.1	0.8	
Electrical machinery	159.3	22	10,265	3.0	1.4	
Fabricated metal products	82.0	38	8,440	5.2	1.1	
Food and kindred products	90.2	38	12,610	5.2	1.7	
Furniture and fixtures	23.2	18	2,900	2.5	0.4	
Leather and leather products	27.6	5	2,300	0.7	0.3	
Lumber and wood products	14.2	4	505	0.5	0.1	
Machinery (except electrical)	174.0	24	8,740	3.3	1.2	
Miscellaneous manufacturing industries (jewelry, toys, pens, etc.)	59.3	11	5,695	1.5	0.8	
Paper and allied products	50.8	32	6,300	4.4	0.8	
Petroleum and related products	6.9	2	225	0.3	(d)	
Primary metal industries	53.0	33	23,070	4.5	3.0	
Printing and publishing	156.2	16	5,395	2.2	0.7	
Professional instruments	129.5	15	8,380	2.0	1.1	
Rubber and misc. plastics products ...	31.3	5	660	0.7	0.1	
Stone, clay, and glass products	38.3	11	3,015	1.5	0.4	
Textile mill products	37.1	8	1,120	1.1	0.1	
Transportation equipment	73.6	16	3,015	2.2	0.4	
Nonmanufacturing	5,753.6	405	630,675	55.4	83.7	
Construction	207.3	80	44,875	10.9	5.9	
Finance, insurance, real estate	624.3	7	6,035	1.0	0.8	
Government	1,314.3	39	281,890	5.3	37.4	
Mining	6.1	5	1,300	0.7	0.2	
Services	1,701.5	137	88,935	18.8	11.8	
Transportation and public utilities..	431.9	71	133,815	9.7	17.8	
Wholesale and retail trade	1,468.3	66	73,825	9.0	9.8	

a. Average nonagricultural employment for 1980. Total includes 2,800 workers in tobacco manufacturing. Because of rounding, detail does not add up to totals.

SOURCE: New York State Department of Labor, Division of Research and Statistics (for footnote a).

b. Negotiated by 729 companies and associations with one settlement each and two with two settlements each.

c. Where the same union with the same establishment appeared in more than one settlement during the year, for example, in a wage reopening, the number of employees was counted only once.

d. Less than 0.05 percent.

Table 2. LOCAL UNIONS IN COLLECTIVE BARGAINING SETTLEMENTS
BY AFFILIATION, NEW YORK STATE, 1980

Affiliation	New York State		New York Metropolitan Area				Rest of State	
	Settle- ments	Workers	Settle- ments	Workers	Settle- ments	Workers	Settle- ments	Workers
	Number							
Total	731(a)	753,895	352	562,410	207	403,290	363	128,380
AFL-CIO (b)	552	627,385	254	463,845	146	336,935	286	104,395
Independent	179	126,510	98	98,565	61	66,355	77	23,985
	Percent							
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
AFL-CIO (b)	75.5	83.2	72.2	82.5	70.5	83.5	78.8	81.3
Independent	24.5	16.8	27.8	17.5	29.5	16.5	21.2	18.7

a. Includes 16 statewide settlements affecting 63,105 workers (12 were with AFL-CIO unions covering 59,145 workers, 4 were with independent unions covering 3,960 workers). Two settlements, covering 5,080 workers, were negotiated jointly by an AFL-CIO and an independent union. Also 2 companies with 185 workers had more than one settlement in 1980.

b. Includes two settlements with 5,080 workers that were negotiated jointly by an AFL-CIO and an independent union; one (with 5,000 workers) was in the New York Metropolitan Area and the other (with 80 workers) was in an upstate area.

Table 3. TYPE OF COLLECTIVE BARGAINING SETTLEMENT
NEW YORK STATE, 1980

	Settlements		Employees	
	Number	Percent	Number	Percent
All types	731	100.0	753,895	100.0
Initial contract	8	1.1	4,015	0.5
Renewal contract	716	97.9	745,365	98.9
Reopening contract	7	1.0	4,515	0.6

Table 4. PERCENT CHANGE WAGE-RATE INCREASES IN COLLECTIVE BARGAINING SETTLEMENTS
NEW YORK STATE, 1980

	Number (a)		Total settlements		Increase settlements	
	Settlements	Employees	Settlements	Employees	Settlements	Employees
All settlements	731	753,895	100.0	100.0	-	-
No-increase settlements	6	925	0.8	0.1	-	-
Increase settlements	725	752,970	99.2	99.9	100.0	100.0
Under 2 percent	7	2,400	1.0	0.3	1.0	0.3
2 percent and under 4 percent ..	30	30,225	4.1	4.0	4.1	4.0
4 percent and under 6 percent ..	23	6,290	3.1	0.8	3.2	0.8
6 percent and under 8 percent ..	120	58,870	16.4	7.0	16.6	7.0
8 percent and under 10 percent .	305	529,630	41.8	70.3	42.1	70.4
10 percent and under 12 percent .	141	62,570	19.3	8.3	19.4	8.3
12 percent and under 14 percent .	40	10,285	5.5	1.4	5.5	1.4
14 percent and under 16 percent .	6	1,515	0.8	0.2	0.8	0.2
16 percent and over	11	15,330	1.5	2.0	1.5	2.0
Amount not reported (b)	42	41,855	5.7	5.6	5.8	5.6
Median	-	-	9.0(c)	9.0(c)	9.1(d)	9.0(d)

- a. Includes 185 workers in 2 companies that had more than one settlement in 1980.
- b. Wage-rate settlements that could not be expressed as a percent.
- c. Based on 689 settlements involving 712,040 workers.
- d. Based on 683 settlements involving 711,115 workers.

Table 5. HOURLY WAGE-RATE INCREASES IN COLLECTIVE BARGAINING SETTLEMENTS
NEW YORK STATE, 1980

	Number (a)		Total settlements		Increase settlements	
	Settlements	Employees	Settlements	Employees	Settlements	Employees
			Percent			
All settlements	731	753,895	100.0	100.0	-	-
No-increase settlements	6	925	0.8	0.1	-	-
Increase settlements	725	752,970	99.2	99.9	100.0	100.0
Under 24 cents	14	10,035	1.9	1.3	1.9	1.3
24 cents and under 28 cents	37	26,200	5.1	3.5	5.1	3.5
28 cents and under 32 cents	17	10,795	2.3	1.4	2.3	1.4
32 cents and under 36 cents	18	2,955	2.5	0.4	2.5	0.4
36 cents and under 40 cents	19	3,810	2.6	0.5	2.6	0.5
40 cents and under 44 cents	35	25,120	4.8	3.3	4.8	3.3
44 cents and under 48 cents	20	3,635	2.7	0.5	2.8	0.5
48 cents and under 52 cents	59	27,195	8.1	3.6	8.1	3.6
52 cents and under 56 cents	44	8,705	6.0	1.2	6.1	1.2
56 cents and under 60 cents	23	7,350	3.1	1.0	3.2	1.0
60 cents and under 64 cents	49	19,890	6.7	2.6	6.8	2.6
64 cents and under 68 cents	28	6,125	3.8	0.8	3.9	0.8
68 cents and under 72 cents	41	37,665	5.6	5.0	5.7	5.0
72 cents and under 76 cents	42	107,335	5.7	14.2	5.8	14.3
76 cents and under 80 cents	10	8,450	1.4	1.1	1.4	1.1
80 cents and under 84 cents	24	20,830	3.3	2.8	3.3	2.8
84 cents and under 88 cents	21	23,985	2.9	3.2	2.9	3.2
88 cents and over	99	79,400	13.5	10.5	13.7	10.5
Amount not reported (b)	125	323,490	17.2	43.0	17.1	43.0
Median	-	-	60.9(c)	72.9(c)	61.1(d)	72.9(d)

a. Includes 185 workers in 2 companies that had more than one settlement in 1980.

b. Wage-rate settlements that could not be converted to cents-per-hour raises.

c. Based on 606 settlements involving 430,405 workers.

d. Based on 600 settlements involving 429,480 workers.

Table 6. .PERCENT CHANGE WAGE-RATE INCREASES IN COLLECTIVE BARGAINING SETTLEMENTS
SELECTED INDUSTRIES, NEW YORK STATE, 1980

Industry	Total in survey	Settle- ments	Employees	Number	Median increase (percent) (b)	Settlements with first-year wage increases									
						Number involving various increases (percent)									
						Under 2	and under 4	and under 6	and under 8	and under 10	and under 12	and under 14	and under 16	and over	
All industries (a)	731	753,895	725	9.1	7	30	23	120	305	141	40	6	11		
Manufacturing (a)	326	123,115	323	9.1	6	22	19	38	124	67	23	2	1		
Chemicals and allied products	23	6,410	23	9.1	-	-	4	3	8	7	1	-	-		
Electrical machinery	22	10,265	21	9.4	-	1	1	1	9	6	1	-	-		
Fabricated metal products	38	8,440	37	9.3	2	1	2	4	14	8	5	-	-		
Food and kindred products	38	12,610	38	9.5	1	-	-	1	18	7	4	-	-		
Furniture and fixtures	18	2,900	18	8.7	1	-	2	4	6	5	-	-	-		
Machinery (except electrical)	24	8,740	24	8.0	1	3	4	4	6	2	4	-	-		
Miscellaneous manufacturing industries	11	5,695	11	9.0	-	-	-	2	6	1	1	-	-		
Paper and allied products	32	6,300	32	9.1	1	-	-	5	18	7	1	-	-		
Primary metal industries	33	23,070	33	8.2	-	11	-	2	9	5	1	-	-		
Printing and publishing	16	5,395	15	9.3	-	-	2	1	7	3	2	-	-		
Professional instruments	15	8,380	15	8.8	-	2	2	1	6	2	1	1	-		
Stone, clay, and glass products ..	11	3,015	11	8.6	-	1	-	3	5	2	-	-	-		
Transportation equipment	16	3,095	16	7.6	-	3	1	5	3	3	1	-	-		
Nonmanufacturing (a)	405	630,780	402	9.1	1	8	4	82	181	74	17	4	10		
Construction	80	44,875	80	9.3	-	-	1	19	32	20	6	1	1		
Government	39	281,890	39	8.6	-	-	-	11	27	-	1	-	-		
Services	137	89,040	136	9.0	-	3	2	28	61	21	5	3	4		
Transportation and public utilities	71	133,815	71	9.4	-	3	-	8	34	19	3	-	4		
Wholesale and retail trade	66	73,825	64	8.8	1	-	1	16	22	11	2	-	1		

a. Includes settlements and workers in other industries, not listed in the table.

b. Median increases are based on number of settlements in which wage increases could be expressed in percent change.

Table 7. HOURLY WAGE-RATE INCREASES IN COLLECTIVE BARGAINING SETTLEMENTS
SELECTED INDUSTRIES, NEW YORK STATE, 1980

Industry	Total in survey	Total Employees	Number of settlements	Median increase (cents) (b)	Settlements with first-year wage increases												and over \$1.00
					Under 28	Number involving various increases (cents per hour)											
						28 under	36 under	44 under	52 under	60 under	68 under	76 under	84 under	92 under	92 and	\$1.00 and	
All industries (a)	731	753,895	725	61.1	51	35	54	79	67	77	83	34	35	11	74		
Manufacturing (a)	326	123,115	323	53.1	34	22	40	54	53	48	32	10	12	2	7		
Chemicals and allied products ...	23	6,410	23	56.0	1	1	3	4	5	3	5	1	-	-	-		
Electrical machinery	22	10,265	21	51.4	1	3	-	7	6	2	-	1	-	-	1		
Fabricated metal products	38	8,440	37	55.2	5	2	1	6	10	5	4	-	1	-	2		
Food and kindred products	38	12,610	38	63.4	1	-	3	4	5	13	2	4	5	-	-		
Furniture and fixtures	18	2,900	18	44.0	1	4	4	6	2	-	1	-	-	-	-		
Machinery (except electrical) ...	24	8,740	24	50.0	2	2	5	4	4	3	2	-	2	-	-		
Miscellaneous manufacturing industries	11	5,695	11	48.0	-	2	1	3	-	1	1	-	-	-	1		
Paper and allied products	32	6,300	32	55.6	1	2	4	4	11	6	3	-	1	-	-		
Primary metal industries	33	23,070	33	42.7	12	2	3	3	3	5	2	2	-	1	-		
Printing and publishing	16	5,395	15	58.7	-	-	2	1	3	2	-	1	-	-	2		
Professional instruments	15	8,380	15	48.0	4	-	3	1	1	3	3	-	-	-	-		
Stone, clay, and glass products .	11	3,015	11	64.0	1	-	-	3	1	1	3	-	2	-	-		
Transportation equipment	16	3,095	16	42.0	3	-	6	-	1	1	2	1	1	-	-		
Nonmanufacturing (a)	405	630,780	402	72.9	17	13	14	25	14	29	51	24	23	9	67		
Construction	80	44,875	80	102.9	-	-	-	-	-	1	7	9	12	5	45		
Government	39	281,890	39	68.0	-	1	2	1	1	1	5	-	-	1	-		
Services	137	89,040	136	58.9	6	5	5	12	7	12	4	5	2	1	9		
Transportation and public utilities	71	133,815	71	74.2	3	1	1	4	3	2	22	7	5	2	12		
Wholesale and retail trade	66	73,825	64	60.0	6	5	5	8	3	11	9	3	4	-	-		

a. Includes settlements and workers in other industries, not listed in table.

b. Median increases are based on number of settlements in which wage increases could be expressed in cents per hour.

Table 8. CHANGES MADE IN FRINGE BENEFITS IN COLLECTIVE BARGAINING SETTLEMENTS
NEW YORK STATE, 1980 AND 1979

Type of fringe benefit	Number		Percent	
	: Settlements	: Employees	: Settlements	: Employees
All settlements - 1980				
Total	731	753,895	100.0	100.0
No change in fringe benefit	77	28,565	10.5	3.8
Change in some type of fringe benefit (a)	654	725,330	89.5	96.2
Health and welfare (b)	512	628,100	70.0	83.3
Pensions	407	307,200	55.7	40.7
Vacations	216	199,220	29.5	26.4
Holidays	178	105,055	24.4	13.9
Other (c)	402	405,585	55.0	53.8
Wage-increase settlements - 1980				
Total	725	752,970	100.0	100.0
No change in fringe benefit	72	27,715	9.9	3.7
Change in some type of fringe benefit (a)	653	725,255	90.1	96.3
Health and welfare (b)	511	628,025	70.5	83.4
Pensions	407	307,200	56.1	40.8
Vacations	216	199,220	29.8	26.5
Holidays	177	104,980	24.4	13.9
Other (c)	401	405,510	55.3	53.9
No-increase settlements - 1980				
Total	6	925	100.0	100.0
No change in fringe benefit	5	850	83.3	91.9
Change in some type of fringe benefit (a)	1	75	16.7	8.1
Health and welfare (b)	1	75	16.7	8.1
Pensions	-	-	-	-
Vacations	-	-	-	-
Holidays	1	75	16.7	8.1
Other (c)	1	75	16.7	8.1
All settlements - 1979				
Total	791	698,890	100.0	100.0
No change in fringe benefit	69	50,470	8.7	7.2
Change in some type of fringe benefit (a)	722	648,420	91.3	92.8
Health and welfare (b)	522	583,650	69.8	83.5
Pensions	469	391,850	59.3	56.1
Vacations	210	106,230	26.5	15.2
Holidays	209	195,935	26.4	28.0
Other (c)	431	542,585	54.5	77.6

a. This is the number of settlements providing at least one type of fringe benefit change. It is less than the sum of the numbers shown in the subheads, since a settlement may include two or more types of change.

b. Includes hospital, medical, disability and life insurance benefits, etc.

c. "Other" includes shift differentials, supplemental unemployment benefits (SUB), funeral leave, overtime, severance pay, etc.

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